Greetings!

It is an honor and privilege to serve as Iowa State University’s Interim Senior Vice President for Student Affairs. Iowa State is an amazing place, and our students are at the heart of the beauty, inspiration, and excitement you will experience here.

Each academic year brings different and unique challenges to the Division of Student Affairs and our campus. However, our mission has always been about helping our students succeed academically. Challenge, empower, succeed. Three words at the heart of it. This year, we were excited to challenge and empower more than 30,000 students to succeed in their adventure as Cyclones.

The Division of Student Affairs believes that learning can occur anywhere on campus, especially in the programs and services we offer to students. This year, we introduced the Co-Curricular Learning Domains, or CCLDs, to describe and define the learning that we want students to gain through their interaction with us. The CCLDs are aligned with our division priorities and values and focus our work on a common set of goals. You can learn more about the CCLDs on page 4 of this document, and we look forward to demonstrating their use and students’ growth in these areas in the coming years.

Last, we embody and advocate for the Iowa State Principles of Community. The Principles describe community standards that promote a positive, safe environment where students, staff, and faculty can learn, embrace, and celebrate different backgrounds and experiences we all bring to campus.

The Division of Student Affairs plays a crucial role in supporting the development of all Iowa State students. We are proud to help Cyclones apply knowledge, share, and innovate at Iowa State.
MISSION

Integral to the rich and vibrant Iowa State University experience, Student Affairs challenges and empowers students to succeed as productive citizens and leaders in a diverse community.

CORE VALUES

Our core values are integral to our work with all facets of the Iowa State University community and underscore our programs, services, interactions, and efforts.

STUDENT DEVELOPMENT & ENGAGEMENT

In recognizing the uniqueness of each student, we support their overall growth and development through leadership and involvement opportunities, rich and meaningful co-curricular activities, and global engagement experiences. We also work to remain accessible and responsive to students, and to minimize barriers that inhibit effective learning.

CONNECTION, COLLABORATION, & COMMUNICATION

We strive to share our successes and outcomes with the community, ensuring transparency and involving discussion about where we can enhance our work. Further, we desire to instill a global mindset in all Cyclones to enhance their cultural awareness and intercultural competence.

DIVERSITY, INCLUSION, & SOCIAL JUSTICE

We seek to welcome and engage all Cyclones in an effort to create a respectful, responsible community that allows for equitable access to learning and involvement.

HOLISTIC HEALTH, WELLNESS, & SAFETY OF STUDENTS & STAFF

Cyclones should feel safe anywhere at Iowa State University. Our programs, services, and interactions are designed to embody this and to identify areas where continued work needs to occur. We function best when everyone aspires to their best physical, emotional, intellectual, financial, occupational, social, and spiritual wellbeing.

2019-2020 DIVISION PRIORITIES

In working to fulfill our mission, staying true to our core values, and adapting to the ever-changing climate, this year we will focus our efforts on the following six priorities.

STUDENT SUCCESS

We will collaborate with Academic Affairs, the ISU Foundation, and other campus partners to achieve measurable progress towards closing the achievement gap for multicultural, first-generation, low socioeconomic, and student Veterans.

SAFETY, HEALTH, & WELL-BEING

We will work to create a safe, healthy, and wellness-focused environment for ISU students and student affairs staff so that they may thrive at ISU, in the Ames community, and the world beyond.

DIVERSITY, EQUITY, & INCLUSION

We will promote and enhance the climate on campus and in the surrounding communities so all are welcomed, included, and valued.

ASSESSMENT & RESEARCH

We will ensure that programs, policies, and practices are informed by assessment and research to better promote student development, learning, and overall student success.

STAFF DEVELOPMENT & RETENTION

We will create intentional opportunities to support staff and make available the resources, tools, professional development, and the growth opportunities they need to be successful.

CO-CURRICULAR LEARNING DOMAINS

The five Co-Curricular Learning Domains provide a framework for defining the learning that occurs through the co-curricular programs and services offered in the Division of Student Affairs. The Co-Curricular Learning Domains also reflect the values of the Division and Iowa State University Strategic Plan.

CIVIL ENGAGEMENT

Supporting the process of students becoming responsible, engaged citizens who contribute to global and local communities.

JUSTICE, EQUITY, & INCLUSION

Supporting students in their identity and awareness development processes, and challenging them to move toward a broader understanding of complex environments. Future professionals need skills and awareness in advocacy, social justice and equity concepts, inclusive programming, and collaboration.

LEADERSHIP

A relational and ethical process of people together attempting to accomplish positive change.

WELLNESS

An active process through which people become aware of, and make choices toward, a successful existence.

INTRAPERSONAL DEVELOPMENT

A reflective process through which students can develop, define, and integrate their identities, values, and beliefs into everyday actions, choices, and decisions.
ORGANIZATION CHART
STUDENT AFFAIRS DEPARTMENTS

The following organization structure was developed to improve and streamline our ability to respond to issues and the needs of the departments; enhance effectiveness and efficiency of the leadership; create a synergistic approach that groups like departments into smaller management units that are directly aligned with division priorities.

Erin Baldwin  Interim Senior Vice President for Student Affairs

Mike Giles  Interim Assistant Vice President for Student Health and Wellness
Pete Englin  Assistant Vice President for Campus Life and Director of Residence

Central Office
Assessment & Research
Student Affairs Development
NCORE-ISCORE Office
Learning Communities
Educational Talent Search**
Upward Bound**

Sharon Evans  Associate Vice President and Dean of Students

Associate Success Center
The Center for LGBTQIA+ Student Success
Hixson Opportunity Awards
International Students & Scholars Office
Margaret Sloss Center for Women & Gender Equity
Multicultural Student Affairs
National Student Exchange
Parent & Family Programs
Sorority & Fraternity Engagement
Student Accessibility Services
Student Assistance
Student Conduct
Student Legal Services
Student Support Services**
Veterans Center
Writing & Media Center

Recreation Services
Student Counseling Services
Student Wellness
Thielon Student Health Center

Capital & Facilities Planning*
Department of Residence
Hixson Living
Memorial Union
Student Activities
Student Affairs Division Strategic Planning*

Academic Success Center
International Students & Scholars Office
The Center for LGBTQIA+ Student Success
Learning Communities
Learning Communities

* Denotes area function - not a direct report or office
** Programs of the TRIO federal grant

Updated June 2020

COMMITTEES
STAFF SUPPORTED

In our effort to provide the best programs, services, and help support our core values, the Division of Student Affairs has established the following five committees made up of staff from across the division.

DIVERSITY & INCLUSION: This committee focuses on campus climate issues and enhancing the university’s diversity and inclusion efforts. This also includes opportunities for student affairs staff to enhance their understanding of diversity, inclusion, and social justice.

STAFF DEVELOPMENT & WELLBEING: This committee supports student affairs staff through leadership, skills training, resources, and programming to enhance careers, work/life integration, and overall wellbeing.

STUDENT AFFAIRS ASSESSMENT: This committee focuses on identifying potential areas of assessment within the division and works with departments/individuals to create, implement, and analyze assessment efforts. This committee is also involved in coordinating divisional program review processes and identifying, creating, and implementing training resources, sessions, and other professional development efforts for assessment.

STUDENT AFFAIRS RESEARCH: This committee identifies potential areas of research and provides guidance on such projects assumed by departments/individuals in the Division. This committee will also conduct research on areas of interest and be involved in identifying, creating, and implementing training resources, sessions, and other professional development efforts for research.

UNITED WAY OF STORY COUNTY CAMPAIGN: Focuses on fundraising for the local United Way Story County campaign on behalf of the Division of Student Affairs.
General Operating Funds represent state-appropriated operating funding for the units listed under General Funds Breakout. Agency funds represent items such as teaching buyouts, conference services, catering, vending machines, and convenience stores. Auxiliary funds represent items such as housing and dining contracts, staff recreation memberships, and fee-for-service health care. Self Supporting represent such items as tutoring fees, National Student Exchange, ISSO charges and Student Counseling. Grants are funds received from external organizations such as the department of education.

### General Operating Funds Breakout (in thousands)

<table>
<thead>
<tr>
<th>Department</th>
<th>Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assessment &amp; Research</td>
<td>193</td>
</tr>
<tr>
<td>AVP/Dean of Students</td>
<td>5,305</td>
</tr>
<tr>
<td>AVP/Student Health and Wellness</td>
<td>155</td>
</tr>
<tr>
<td>Student Counseling Services</td>
<td>2,091</td>
</tr>
<tr>
<td>International Students &amp; Scholars</td>
<td>1,634</td>
</tr>
<tr>
<td>Learning Communities</td>
<td>766</td>
</tr>
<tr>
<td>Memorial Union</td>
<td>3,151</td>
</tr>
<tr>
<td>Senior Vice President’s Office</td>
<td>1,968</td>
</tr>
<tr>
<td>Student Wellness</td>
<td>638</td>
</tr>
<tr>
<td>NCORE-ISCORE</td>
<td>264</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>18,165,000</strong></td>
</tr>
</tbody>
</table>

### Auxiliary Breakout (in thousands)

<table>
<thead>
<tr>
<th>Department</th>
<th>Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Residence</td>
<td>60,377</td>
</tr>
<tr>
<td>ISU Dining</td>
<td>48,339</td>
</tr>
<tr>
<td>Memorial Union</td>
<td>4,899</td>
</tr>
<tr>
<td>Recreation Services</td>
<td>11,862</td>
</tr>
<tr>
<td>Thielin Student Health Center</td>
<td>12,300</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>137,777</strong></td>
</tr>
</tbody>
</table>

### Self Supporting

- **9% General Operating Funds**
- **4% Agency**
- **2% Grants**
- **2% Self-Supporting**

### Auxiliary

- **83%**

### Grants

- **500**

### TOTAL

- **165,077**

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**Revenue (in thousands)**

- General Operating Funds: 16,165
- Agency: 7,052
- Auxiliary: 137,777
- Self Supporting: 500
- Grants: 3,583

**TOTAL**: 165,077

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**BY THE NUMBERS**

### 93% RETENTION RATE

Student Accessibility Services had an academic persistence rate of 93%, which is higher than the university average of 89%. This indicates that students who use the services receive the accommodations they need to continue to be successful at Iowa State.

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### 589,000 DOLLARS

Sorority and Fraternity members donated $589,000 to philanthropic causes and completed 54,239 community service hours.

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### 6,176 STUDENTS

Iowa State’s robust 96 Learning Communities supported 6,176 students.

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### 1,910,081 VISITORS

The Memorial Union had 1.9 million visitors just this last year.

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### 45,334 VISITS

The Thielin Student Health Center facilitated 45,334 individual visits to see a clinic health professional and maintained a 4.7/5.0 satisfaction score.

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### 90,004 PEOPLE

The Division of Student Affairs delivered 214 Diversity & Inclusion related initiatives impacting over 90,004 people.

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### 96% PERSISTENCE RATE

The TRIO Student Support Services Program aims to have 87% of students persist on to the next year of college. This year that objective was exceeded with a 96% persistence rate.

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### 1,028,968 GUESTS

Recreation Services provides campus with unlimited opportunities to have fun and be active. Three indoor facilities and six outdoor facilities were visited by over 1 million students, faculty, staff, alumni, and guests.

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### 129,601 CONTACT HOURS

The Academic Success Center served 11,700 students in 129,601 contact hours, which averages to 922 hours per weekday throughout the year.

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### 5,300 TESTS

The Exam Accommodations Center administered 5,300 tests last year to students who needed the ability to test outside of the classroom.

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**FINANCES 2019-2020**

**STUDENTS**

10,457 students called campus home in dorms overseen by the Department of Residence.

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**VISITORS**

The Memorial Union had 1.9 million visitors just this last year.
DIVISION OF STUDENT AFFAIRS
STAFF LEADERSHIP

Office of the Senior Vice President of Student Affairs (Central Office)
The Student Affairs Central office supports the work of the Division through strategy, assessment, research, development, diversity, inclusion, communications, and administrative services.

RACHEL BOENIGK
Director
Administrative Services
Administrative Services provides leadership to the division on financial and budgetary matters including capital projects, auxiliary services, student fees, ISU Foundation funds, grants, and general fund revenues. This position also serves as co-leader of the division capital planning process and representative on the university capital planning work-group.

MATT PISTILLI
Director
Assessment & Research
The Office of Student Affairs Assessment & Research is responsible for consulting on, leading, and coordinating inquiry efforts across the Division of Student Affairs. This position helps staff to assess their programs which in turns informs our work as a division in our continuous improvement efforts.

JANE AGYEMAN
Director
Upward Bound
Educational Talent Search
Upward Bound is a college prep program for first generation or income eligible high school students that prepares youth for college by providing academic, cultural, and social programming. Educational Talent Search helps high school students enroll in college by providing academic, financial aid, and personal counseling.

JAPANNAH KELLOGG
Director
NCORE-ISCORE Project
The Thomas L. Hill Iowa State Conference on Race and Ethnicity (ISCORE) is a comprehensive forum on issues of race and ethnicity at ISU and beyond. The NCORE-ISCORE Project consists of a delegation of ISU students, faculty, and staff who attend the national conference (NCORE) and then disseminate information gathered to those at ISU at ISCORE.

JEN LEPTIEN
Director
Learning Communities
To support Iowa State University’s commitment to student learning, the Learning Community program enhances undergraduates’ experiences by providing interested students with dynamic, focused communities in which students, staff, and faculty can learn and grow together.

LIZ MCALLISTER
Director
Student Affairs Development
Student Affairs Development works in collaboration with the Senior Vice President for Student Affairs and the ISU Foundation to build a development program. Part of the program includes cultivating a donor base of alumni with affinity to those at ISU at ISCORE.

STUDENT HEALTH & WELLNESS
STAFF LEADERSHIP

ERIN BALDWIN
Director
Student Health and Wellness
In this role, Baldwin provides strategic leadership and vision for developing a holistic, multidisciplinary approach to student health and wellbeing for a growing and diverse student population. Baldwin serves as an advisor on student health matters.

CHRI S HANES
Director
Student Counseling Services
Student Counseling Services promotes the positive development and mental health of ISU students and responds to students in crises. Their services focus holistically on the emotional, cognitive, behavioral, physical, and spiritual components of students as we encourage self-determined development and change.

MICHAEL GILES, JR.
Director
Recreation Services
Recreation Services creates exceptional experiences in a respectful, welcoming, and fun environment while empowering the ISU community to enhance personal well-being. They are proud to providing the very best in collegiate recreation whether students are starting a wellness journey, been an athlete all their life, or just looking to have fun.

BRIAN VANDERHEYDEN
Director
Student Wellness
Student Wellness focuses on holistic wellness providing programs and opportunities that equip students with life-enhancing skills that help them thrive academically and personally. Student Wellness also works with students to create a university environment that promotes health and wellbeing.

cyclonehealth.org
The Dean of Students Office uses an integrated approach to support student-centered learning through personal, community, and academic development culminating in a transformative experience.

**ACADEMIC** | We challenge students to reach – and even exceed – their academic goals. The Dean of Students Office has programs, tutoring, and other helpful resources to support student success.

**PERSONAL** | Students want a place where they feel they belong. Finding friends, learning new skills, and getting involved help students thrive and stay at Iowa State. The Dean of Students Office offers the support when they have a question or concern about their life.

**COMMUNITY** | Iowa State offers students diverse experiences and opportunities to create an active community. The Dean of Students Office provides a platform for students to engage in dialogue to create social change.

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**SHARRON EVANS**
Associate Vice President and Dean of Students
As Associate Vice President and Dean of Students, Evans provides leadership, strategic vision, organization and administrative oversight for 16 departments and functional areas that support Iowa State students learning through personal, academic, and community development.

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**ALLISON SEVERSON**
Director
Hixson Opportunity Awards National Student Exchange
The Hixson opportunity awards provide 100 Iowa residents with half tuition scholarships demonstrating a commitment to student potential beyond class rank or standardized test scores. National Student Exchange offers low-cost options for ISU students to study out-of-state, at 200 culturally diverse campuses.

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**RUXANDRA LOOFT**
Director
Margaret Stoss Center for Women and Gender Equity
The Margaret Stoss Center for Women and Gender Equity is committed to the development of a campus community that promotes gender equity and social justice. Through a feminist lens, the center advocates for individuals and groups, provides support, referrals, community and programming; and maintains a safe space.

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**BRENDAN O’BRIEN**
Director
International Students and Scholars Office
The mission of the International Students and Scholars Office is to provide immigration and cross-cultural expertise within a welcoming and supportive environment for international students and scholars throughout their university experience.

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**KATIE WHIPPLE**
Director
Academic Success Center
The Academic Success Center provides opportunities for students to develop skills that promote success, practice leadership, and become self-directed learners through the delivery of centralized, high-quality academic support services that are responsive to the needs of the campus community.

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**BRAD FREIHOEFER**
Director
Center for LGBTQA+ Student Success
With a foundation of social justice, the Center for LGBTQA+ Student Success provides programs, services, and resources focused on sexual orientation and gender identity/expression for students. The Center advocates for individuals and groups by providing support, referrals, community, and programming.

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**BILLY BOULDEN**
Assistant Dean & Director
Sorority and Fraternity Engagement
Sorority and Fraternity Engagement creates opportunities for ISU students to become effective citizens in a global society through collaboration, community engagement, development of self-efficacy, leadership, and the advancement of social justice.

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**STEVE MOATS**
Director
Student Accessibility Services
Student Accessibility Services supports students with disabilities to enable their access to education and university life with the belief that equity, social justice, and diversity are essential to creating an environment of equal access for all. A disability is a naturally occurring aspect of the diversity of life and an integral part the campus community.

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**KENYATTA SHAMBURGER**
Assistant Dean & Director
Multicultural Student Affairs
Multicultural Student Affairs (MSA) supports and empowers students who self-identify as African American, Asian American, Native Hawaiian or other Pacific Islander, Latinx, Native American/Alaskan Native and/or Multiracial, and advocates for their holistic development across the university.

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The Campus Life Unit, consisting of the Department of Residence, ISU Dining, and Memorial Union, is dedicated to providing a student-centered, co-curricular environment that enhances the academic mission of the university, and embodies the belief that learning at Iowa State University has no physical boundaries. Through the programs, services, employment, and activities, students are empowered to become engaged learners, responsible citizens, dynamic leaders, and individuals who are guided by integrity.

PETE ENGLIN
Assistant Vice President for Campus Life

As Assistant Vice President for Campus Life, Englin provides executive leadership on behalf of ISU Dining, the Department of Residence and the Memorial Union. In addition, Englin collaborates with division leadership to set the vision for capital planning and space management.

MOHAMED ALI
Director
ISU Dining

ISU Dining is a large campus organization that serves a variety of customers. Services include: residential dining centers, cafes, convenience stores, food court, restaurants, catering department, commissary kitchen, bakery and food stores.

COMMUNITY RESOURCES

The campus community enjoys a vibrant array of organizations and student unions, each with its own unique strengths and mission.

- **Veterans Center**: Supports military veterans, current and former military personnel, and their families.
- **Writing and Media Center (WMC)**: Offers support for writing, speaking, and presenting.
- **Student Legal Services**: Provides legal advice and representation.
- **Student Assistance**: Offers support for academic, personal, and financial issues.
- **TRIO Student Support Services**: Supports low-income, first-generation students and those with disabilities.
- **Veterans Support Services**: Offers support for military-related concerns.
- **Memorial Union**: Hosts events and activities for the campus community.

The Campus Life Unit is committed to providing a welcoming and inclusive environment for all students.
Office of the Senior Vice President for Student Affairs
2350 Beardshear Hall, 515 Morrill Rd., Ames, IA 50011-2103

studentaffairs@iastate.edu // 515/294-4420
www.studentaffairs.iastate.edu

Iowa State University does not discriminate on the basis of race, color, age, ethnicity, religion, national origin, pregnancy, sexual orientation, gender identity, genetic information, sex, marital status, disability, or status as a U.S. veteran. Inquiries regarding non-discrimination policies may be directed to Office of Equal Opportunity, 3350 Beardshear Hall, 515 Morrill Road, Ames, Iowa 50011, Te. 515 294-7612, email eooffice@iastate.edu.